



FACULTY HIRING PRIORITIZATION COMMITTEE MEETING MINUTES

Wednesday, September 30, 2020 | 2:30 p.m. | via Zoom

LPC Mission Statement

Las Positas College provides an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.

LPC Planning Priorities

- ❖ Implement the integration of all ACCJC standards throughout campus structure and processes.
- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Faculty Hiring Prioritization Committee

Members Present:

Erick Bell (voting)
Elizabeth David (voting)
Heike Gecox, Chair
Nan Ho (voting)
Amy Mattern (voting)
Stuart McElderry (voting)
Scott Miner (voting)
Gina Webster (voting)

Carolyn Scott, Support

Members Absent:

William Garcia, VP Student Services
Eric Harpell (voting)
Cindy Rosefield (voting)
Rajinder Samra, Institutional Research
Kristina Whalen, VP Academic Services
Classified Senate Representative
LPCSG Representative

Guests:

Amanda Castelli
Joel Gagnon

Meeting Minutes

1. Call to Order

The meeting was called to order at 2:34 p.m.

2. Review and Approval of Agenda

Committee approved the agenda (MSC: McElderry/David)

3. Review and Approval of Minutes: May 14, 2020

Committee approved the minutes with one abstention. (MSC: McElderry/Miner)

4. Public Comments: This time is reserved for members of the public to address the FHPC. Please limit comments to 2 minutes per person (a total of 10 minutes will be permitted). In accordance with the Brown Act, the FHPC cannot act on these items.

Joel Gagnon – Requested that the committee strongly consider the Career Counseling position. It's critical to the work of Guided Pathways and to our campus in getting students onto the correct academic pathway. Right now, we have no career counselor in place to do this.

5. Selection of New Chairperson

The two-year term is up. Motion and seconded that Heike Gecox continues in this role. (MSC: McElderry/David).

6. Review and Discussion of Submitted Positions

We normally would have had a meeting before this one but did not due to COVID issues. That meeting would have been the orientation for new members of the committee. We have 9 positions submitted; 5 are replacements. Dean Bell mentioned that it was intentional that no positions were submitted from his area.

Dean Ho

BIO (Cellular/Molecular) Replacement for Darcy Ernst. We have a lot of STEM majors. Large waitlist and not enough expertise in the full-time ranks to teach.

BIO (ANAT): New position; has enormous need; hundreds on the waitlist; allied health pathway; critical to the success of the program.

CHEM: New position; strongly needed but not as critical as others in the division; ENGR, BIO, Nursing majors have to take chemistry; trying to develop Environmental CHEM in the CTE area.

MATH: Replacement for Craig Kutil; AB705 and SCFF affected department; core services and largest on campus in terms of students; have to meet mandates of the State.

Dean Mattern

ENG: Part of GE requirement; very similar to MATH in terms of student requirements. We need to meet our metrics. There are so many faculty involved in other reassignments duties.

Dean McElderry

HIST: Every student has to take social sciences; this position replaces Dean McElderry's position and it's been vacant for 3 years. The first recommendation request was made by this committee in December 2018 but was denied by the president. We used to have four full-time faculty at one point but now down to two. Now a significant issue is the "Call to Action" to diversify our courses (i.e. African American History); we need to provide a history program that will engage students to live outside their own experiences.

Dean David:

COUN/DSPS: Very crucial position; part of another position that was approved for hiring but due to the budget, we only hired one. We have approximately 600-700 students that fluctuate within the DSPS program. But they do not have to necessarily be DSPS students to get services. Position provides support to faculty to supply accommodations, and ties into student success allocation. It is a part of the equity group that is underserved/underrepresented. Also works as a caseload model (interaction with students is not just academic planning but also assessment of accommodation). We are required to have these positions. It has categorial funding that will not be moved.

Career Counselor: Critical position to Guided Pathways. Students need to work with this counselor when they first come in. This counselor would be charged with addressing the approximately 900 undecided students per academic year. This position is critical for the CTE population as well.

Counselor/Instructor: Important for our retention efforts. Eight of our nine counselors in general counseling are on reassign time. This position would reach out to undecided students and those on probation (not something we currently do).

7. Discussion to potentially rank positions during this meeting

There is a concern that Eric Harpell and Cindy Rosefield are not in attendance. It was verified that they both were sent meeting invitations after we learned they were on the committee. They might not have received the position request forms discussed today. Do we hold another meeting after they can review these positions? Or do we vote now?

Ms. Gecox intended to send the ranking sheets to everyone and ask that they complete and return to Ms. Scott so she can enter the results in a spreadsheet.

Comments:

- Since new people to the committee were not oriented which would have happened at our first meeting (that we did not have), we will plan to have another meeting to rank.

- We could do voting in private chat.
- If we do another meeting we will not do the presentations again.
- Ms. Scott will email the position request forms out again to be sure all committee members have them.

Final decision: Everyone can submit their rankings to Ms. Scott (whether by private chat, emails, or ranking sheet). Ms. Gecox will send out ranking sheets to use if you like. We will have another meeting for everyone to come together and go over the rankings on October 7 at 4:30pm. We can do a brief Q&A session if needed as well.

8. Good of the Order

Ms. Gecox has done a fabulous job!

9. Adjournment

MSC: McElderry/Bell to adjourn at 4:10pm

10. Next Regular Meeting: October 7 at 4:30pm